

2024/25 Australian Life Saving Team Selection Guideline

SURF LIFE SAVING AUSTRALIA LIMITED (SLSA) and ROYAL LIFE SAVING SOCIETY AUSTRALIA (RLSSA)

1. INTRODUCTION

The annual Trans-Tasman Surf Boat Test Series is the outcome of collaboration between the ASRL/ National Surf Boat Committee, Surf Life Saving Australia (SLSA) and Surf Life Saving New Zealand (SLSNZ).

Each year SLSA and SLSNZ select an Open Male, Open Female, U23 Development Male and U23 Development Female surf boat crew to represent their country in the annual Trans-Tasman Surf Boat Test Series.

The host nation selects the racing location and date after consultation with the visiting nation. The intent of the test series is to integrate the races into a major surf boat event on either side of the Tasman. By hosting the test series at a major surf boat event, it also provides the opportunity to contest the annual test series in front of the surf boat rowing fraternity in each country respectively.

Open Crews selected to represent Australia are recognised as an official Australian representative team. This includes allocation of an official Australian representative cap number, Australian representative blazer and all recognition afforded to full Australian representatives. U23 Development Crews selected to represent Australia will not receive official Australian representative cap number or Australian Team Blazer.

2. PURPOSE

The purpose of this Selection Guideline is to provide a clear guideline around how Australian Crews will be selected for the Trans-Tasman Surf Boat Test Series. The Selection Guideline will encompass the structure around selection of the Australian Open and U23 Development Crews.

3. KEY DEFINITIONS

Australian Surf Boat Crew:	Surf boat crew formed by the club who nominates to be selected onto the Australian Surf Boat Team
Australian Surf Boat Team:	The team consisting of an Open Women's Surf Boat Crew and an Open Men's Surf Boat Crew each selected from the nominees to represent Australia in the Trans-Tasman Surf Boat Test Series.
Australian Development Team:	The team consisting of an U23 Women's Surf Boat Crew and an U23 Men's Surf Boat Crew selected to represent Australia.
Australian Representative Team:	Both 'capped and uncapped' team selected to represent Australia in an international competition.

Collaborative Panel:	The Panel is made up of SLSA and RLSSA Operational Staff Members. The role of this Panel is to provide governance to the appointment and selection process.
2024/25 Selection Panel:	The Panel made up of a convenor along with two panel members: each of SLSA and RLSSA will have one nominated representative on the Selection Panel. The Head Coach will also sit on the Selection Panel in an advisory capacity only and will not have voting rights. Means the Panel convened by the SLSA Head of Mission to review decisions of the Australian Surf Boat Team Selection Panel in accordance with Clause 5 of this Guideline.
Surf Boat Selection Panel Adviser:	Appointed by the SLSA Head of Mission to support the Selection Panel and Surf Boat Selection Review Panel.
Team Management:	Appointed for the duration of the campaign – This may include the following personnel; Team Manager, Assistant Team Manager, Coach, Sport Scientist, Physiotherapist and the SLSA High Performance & Pathways Manager. The Team Manager is the appointed person responsible for the team at all times during the campaign.
Trans-Tasman Surf Boat Test Series:	The competition between surf boat teams from Australia and New Zealand.

3. SELECTION CRITERIA

To be eligible for consideration for selection athletes must:

- (a) be an Australian citizen and permanently residing and training in Australia for an affiliated club
- (b) be in good standing with SLSA or RLSSA as applicable
- (c) be a current financial member of an SLSA and/or an RLSSA affiliated club and hold a current SLSA Bronze Medallion and/or current RLSSA Bronze Medallion or equivalent Life Saving award
- (d) be proficient and have maintained relevant state, club-based requirements for competition patrol hours to be eligible for selection
- (e) complete all required team documentation and eLearning courses and requirements in the communicated timeframe
- (f) declare any current /potential injury or condition which may impair, inhibit or prevent the athlete's performance
- (g) if selected (or otherwise requested) attend all relevant camps and workshops. Failure to do so without reasonable cause may result in their removal from the Squad/Team. Applications for reasonable cause must be submitted to the Team Manager and SLSA Pathways Manager for consideration and
- (h) meet such other requirements as SLSA and RLSSA reasonably require from time to time.

When considering athletes for potential selection to the Australian Life Saving, the Selection Panel will consider the performances from the selection event to inform selection. In addition, the below considerations may be made by the selection panel;

- a) Demonstrated and/or potential ability to work collaboratively as a part of the team
- b) Current level of skill and physical capacity required for the nature of the event that is being selected.
- c) Any current /potential injury or condition which may impair, inhibit or prevent the athlete's performance to the requisite level.
- d) The potential of the athlete to successfully achieve the objectives of this Guideline and of SLSA and/or RLSSA under their respective Constitutions.
- e) Any other factor that may be considered relevant in the circumstances by the Selection Panel.

If selected, athletes must undertake and complete anti-doping and related Sport Integrity Australia and SLSA courses as outlined in the Team Agreement and requirements outlined in the Team Induction by the required timeframe. Failure to do so may result in the removal from the Team.

No particular selection criterion above need be considered nor shall any criterion be weighted more or less significantly by reason only of the order in which that criterion appears in this Policy. The Selection Panel may consider none, some or all of the criteria in exercising its absolute discretion. Athletes expressly acknowledge the Selection Panel's discretion.

In considering any criterion, the Selection Panel may in its discretion give weight to extenuating circumstances. Extenuating circumstances may include but are not limited to injury, personal bereavement or talent transfer situations from applicable sports. There is no obligation to consider any extenuating circumstances.

4. SELECTION PROCESS

The Collaborative Panel is authorised, and responsible for, the formation of the Selection Panel.

4.1 National Selection Panel

- (a) The Collaborative Panel shall appoint in its sole discretion, one selector each from SLSA and RLSSA on the basis of previous national or international experience or involvement in lifesaving competitions. In addition, the Collaborative Panel shall appoint a third selector who shall act as Convenor of the Selection Panel.
- (b) The Convenor may participate in selection discussions but may only exercise a casting vote. The Convenor under the direction of the CEO of SLSA and CEO of RLSSA as appropriate shall be the Australian Life Saving Team spokesperson on team selection matters.
- (c) The period of appointment for the Selection Panel and the Convenor of the Selection Panel shall be for the duration of the 2026 Campaign (2024-LWC2026)
- (d) Where a member of the Selection Panel has a conflict of interest in relation to one or more athletes that has nominated for consideration for selection, the selector must declare that interest and stand aside from the process. The Operational Staff Member of the organisation that nominated the conflicted selector has the right to appoint a proxy selector.

4.2 Notification

- (a) This Selection Guideline shall be available to all members of SLSA and RLSSA on their respective website.
- (b) Any changes to this Guideline shall be notified to State Centres/Branches in accordance with the provisions of the Constitutions, policies and procedures of SLSA and RLSSA.
- (c) SLSA and RLSSA at their discretion may give further notice of this Selection Guideline to their respective membership.

4.3 Selection Procedure

- (a) All athletes wishing to be considered for selection in the Squad/Team and Australian Representative Teams must:
 - i. Complete the online Team Induction which includes reading and signing the Team Agreement in the indicated timeframe.
- (b) The Selection Panel may from time to time in its absolute discretion select a person who is not otherwise under consideration.

4.4 Notification of selection/non selection to Relevant Parties

- (a) Notification of selected athletes shall be provided given to relevant parties in accordance with the provisions of SLSA and RLSSA's respective Constitutions and protocols. Following notification of the selected persons by SLSA and RLSSA, a joint public announcement of the selected team shall be made.
- (b) Successful athletes shall be notified of their selection as soon as reasonably practicable by the Team Manager.
- (c) The Selection Panel Convenor (or delegate) may meet with non-selected athletes to explain the Panel's decision.
- (d) The Selection Panel Convenor (or delegate) must be available to attend the first scheduled activity of the team to address the athletes in relation to matters of selection, team balance and the events that each athlete is to contest.

4.5 Removal from a selected team

- (a) Any member of a selected Squad/Team (including the management team) is ineligible/will be withdrawn from selection of squad/team if they:
 - I. breach or fail to observe this Policy, the SLSA and/or the RLSSA Constitutions or any relevant Regulations or policies;
 - II. breach or fail to fulfil a requirement of any SLSA or RLSSA (as applicable) integrity policy including but not only Anti-Doping Policy;
 - III. in the opinion of the Selection Panel (after having received advice from the ALT Medical Advisor or delegate medical practitioner) by reason of illness or injury, are unable to perform to the required standard or return from injury parameters as below:
 - On return from injury athletes may be required to prove a 95%-100% level of fitness a minimum four (4) weeks prior to travel in which the following general markers may be considered;
 - 1. Normal range of motion. Compare to uninjured side if possible
 - 2. Decrease in acute pain to near zero
 - 3. Decrease in swelling to near zero

4. Strength of the affected body part at 80-100% of opposing body part
 5. 80-100% return of balance and coordination
 6. The ability to perform normal activities/movements without negative changes to mechanics
- (b) In addition to the above, at the discretion of Pathways Manager, Medical Advisor or Selection Panel an athlete may be required to complete fitness testing at 95%-100% level, a minimum of four (4) weeks prior to travel to show requisite skills to perform at an international level. This may include but is not limited to swim time trials, craft training session, craft match race, beach training session beach/track time trial, gym-based strength testing. Testing parameters will be determined by Head Coach based on individual circumstances and must be completed no later than 6 weeks prior to competition.
- (c) Any member may be removed from any selected Squad / Team by the SLSA Pathways Manager and endorsed by the Selection Panel and Collaborative Panel as circumstances may require. This includes a member failing to meet the requirements of the agreed personal performance plan provided whilst given the opportunity to meet those requirements within a defined timeframe. This will also include those relating to positive contributions to the culture of the Australian Life Saving team and adherence to all Squad/Team protocols.
- (d) Any member of team management Team may also be removed by the Collaborative Panel for failing to meet the requirements as detailed in the relevant position description. Providing that the requirements within the position description had first been discussed with the member and been given the opportunity to meet those requirements within a defined timeframe.
- (e) If an athlete is to be removed from a Squad/Team they will be notified by the Convenor of the Selection Panel following final consultation with the Team Manager, SLSA Pathways Manager and the Collaborative Panel.

4.6 Athlete Injury Reporting

Any athlete suffering an injury in which will cause them to miss a period of one (1) or more weeks of training must report the injury to the Team Manager who will liaise with the Australian Life Saving Team Medical Advisor within 48 hours of the injury occurring, via email. The ALT medical advisor will work with the athletes local treating practitioners to ensure safe and timely return from injury.

The overarching goal of the ALT Medical Advisor is to ensure athletes remain in Squads / Teams and provide support for athletes to return to 100% health as quickly as possible. This will include the support and implementation of rehabilitation plans if required. All communications and regular updates from local practitioners should be passed on to ALT Medical Advisor to ensure clear lines of communications throughout the recovery process.

The ALT Medical Advisor will implement a rehabilitation plan in conjunction with local practitioners to set required performance benchmarks throughout recovery period. This will ensure athletes are on a set timeline with specific goals and targets to meet.

If athletes are required to complete a fitness assessment or testing, all performance requirements will be directed by the Team Manager, in consultation with Medical Advisor based on performance or event matrix.

5. APPEALS

There is no appeal against a non-selection decision made by the Selection Panel whether under this Guideline or any other SLSA or RLSSA rule or policy.

6. DISCIPLINARY PROCEDURES

6.1 Reporting of Disciplinary Action

Where any disciplinary action is required in the lead-up to, during, or after competition a Disciplinary Action Report shall be submitted by the Team Manager to the Collaborative Panel as soon as practicable detailing the breach and any actions taken.

6.2 Serious Breach of Conduct

- (a) If a team member/s (including team management) is involved in a serious breach of conduct including, but not limited to, illegal activity, actions that result in emotional, mental or physical harm to another individual, or bringing SLSA and/or RLSSA into disrepute, the individual/s is to be dealt with in accordance with the disciplinary procedures as outlined in the SLSA Constitution/Regulations and/or RLSSA Constitution/Regulation where appropriate.
- (b) Serious breaches or allegations of serious breaches of conduct must be reported to SLSA and/or RLSSA immediately.
- (c) The outcome of any such action is to be available to the National Selection Panel for consideration when selecting any future squads/ teams.